



City of Marina AT MONTEREY BAY

EMPLOYMENT OPPORTUNITY

POLICE TRAINEE

OPEN CONTINUOUSLY

Salary Range: \$19.90 per hour

The Position: A Police Trainee is an At-Will, non-sworn training level position. A trainee participates in a comprehensive training program at a POST approved training academy for a period of approximately six months. The City furnishes tuition costs, uniforms, safety equipment, and materials required at the academy. Academic progress and physical achievement are closely monitored during this training period. Upon successful completion of the academy, trainees may be considered for appointment to the position of probationary Police Officer.

Qualifications: To qualify as a Police Trainee you must meet the following qualifications:

- Must be at least 20 1/2 years of age by the Exam Date AND 21 years of age by date of appointment.
- All applicants must possess a High School Diploma from an accredited United States High School or GED from the United States (or its equivalent).
- All applicants must be a citizen of the United States or a permanent resident alien who is eligible for and has applied for citizenship (Per California Government Code Section 1031).
- All applicants must possess a valid driver's license.
- All applicants must have a satisfactory driving record.
- All applicants must have at least 20/40 vision uncorrected in accordance with POST Vision standards.
- All applicants must meet job-related medical and physical performance standards.
- All applicants must pass physical and psychological examinations.
- All applicants must pass a drug test.
- All applicants must pass a background investigation.
- Weight should be proportional to height.

Automatic Disqualification: Applicants may not have any felony or domestic violence convictions.

TENTATIVE EXAMINATION PROCESS

Application Screening Test: To begin the hiring process you must submit an application for Police Officer. Applications are available on line at www.ci.marina.ca.us Currently, we are accepting applications on a continual basis, however, deadline dates will be set for testing applicants at approximately 90 day intervals. Applications will be screened for completion and content. Only applicants who pass this screening test will be notified and invited to the next phase of testing.

Written Exam: The City of Marina administers a written examination. Only those applicants who pass the written exam will be invited to a physical agility examination.

Physical Agility: A physical agility test will be administered following the Written Examination.

Oral Board Exam: The oral board panel typically consists of several sworn and non-sworn police personnel who conduct the interview, and a representative of the local community. You will be asked a series of questions about yourself, the department, your qualifications for the job, and basic understanding of policing and/or the law. You may also be asked questions about hypothetical situations to test your ability to make decisions and use sound judgment and common sense. After the oral board an eligibility list is established. Those selected from the eligibility list will continue in the process.

Employment Eligibility List: An Employment Eligibility list is established for those applicants who successfully pass the above testing processes. Those selected from the eligibility list will continue in the process. This list is good for up to six (6) months from the date the list is certified. (At the request of the Department Head the list may be extended for an additional six (6) months.) Every 90 days that list will be merged with new candidates who pass required testing and then, purged of all names on the list beyond six (6) months.

Background Investigation: If you are selected from the eligibility list, you will be sent a background packet that consists of a series of questions regarding your background: education, training, previous work history, life experiences, and personal traits.

Polygraph Exam: A polygraph examination will be administered to all candidates.

After review by the Chief of Police, those who clear the background investigation and the polygraph exam may be given a conditional offer of employment.

Psychological Evaluation: A psychological evaluation will be scheduled for those who successfully complete the background investigation. The psychological evaluation consists of written tests and an interview with a designated psychologist to determine your suitability for the position.

Medical Exam: A medical exam will be scheduled to assess your overall medical suitability for the position.

*The City reserves the right to modify the selection process and/or revise the tentative examination schedule at any time.

To Apply: **Submit an official City of Marina employment application** to: City of Marina - Human Resources Division, 211 Hillcrest Avenue, Marina, CA 93933. To obtain an application visit the City's website: www.ci.marina.ca.us or visit City Hall. RESUMES/FACSIMILES WILL NOT be accepted in lieu of an original and official City of Marina application.

REASONABLE ACCOMMODATIONS: If special accommodations are necessary at any stage of the selection process, notify Human Resources in writing prior to the end of the business day on the final filing date.

AN EQUAL OPPORTUNITY EMPLOYER ENCOURAGING WORKFORCE DIVERSITY